



TOWN OF ARLINGTON EQUAL OPPORTUNITY ADVISORY COMMITTEE

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TRICIA O'DONOGHUE, CHAIRMAN
BARBARA BOLTZ
ANDREA HAAS
AUGUSTA HAYDOCK
JACK JONES
LORI LENNON

CARYN COVE MALLOY
EQUAL OPPORTUNITY OFFICER

Equal Opportunity Advisory Committee Meeting Minutes Wednesday February 21, 2018 7:30 p.m.

Present: Tricia O'Donoghue (Chairman), Augusta Haydock, Barbara Boltz, Caryn Malloy, Lori Lennon, Jack Jones, Andrea Haas

Minutes

Augusta Haydock moved approval of the December 13, 2017 minutes. SO VOTED

Current Bid Projects

The Committee discussed the new construction of the Minuteman Vocational School and other large scale projects under the purview of the Committee, and the challenges with getting quality information on efforts made to recruit female and minority companies to work on these projects.

Barbara Boltz moved that the Committee adopt the following policy with regard to town construction projects of over \$200,000:

For projects that exceed \$200,000 the Committee shall request a copy of the mandated minority and female participation goals:

1. From the Owner to the Owner Project Manager (OPM)
2. From the OPM to the General Contractor (GC)
3. From the GC the Sub Contractors

SO VOTED

Barbara Boltz moved that, under the newly voted policy, the Committee request information related to minority and female participation goals for the Minuteman Building Project. SO VOTED

Lori Lennon moved that, under the newly voted policy, the Committee request information related to minority and female participation goals for the expansion of the Hardy Elementary School. SO VOTED

Current Job Openings

The Committee discussed the challenges of getting more diverse applicants for town positions. The Committee revisited the idea of developing an internship program to groom young professionals for future municipal job opportunities. The Committee discussed at length the potentially positive results, as well as some of the challenges (funding and supervision).

School Diversity Task Group (SDTG)

Barbara Boltz reported that the Vision 2020 Diversity Task Group has made efforts to support Cultural Competency Training and that the schools have been allotted \$3,500 each to fund the training which will be provided by Visions Inc.

At their next meeting the SDTG will be meeting with the Director of Social and Emotional Learning.

Recently Arlington hosted a social METCO event in Arlington; attendance was poor in comparison to last year's METCO event hosted in Boston. Those who did attend reported that it was a very positive evening.

Other Business

Caryn Malloy mentioned that the Department of Health and Human Services is offering Cultural Competency Trainings for Town Departments and Committees. The training is scheduled for Monday February 26th and Tuesday February 27th from 7:30 to 9:30 p.m.

Caryn Malloy also reported that on Monday evening February 26th she would be appearing before the Board of Selectmen to discuss the Town's Anti-Discrimination and Anti-Harassment Policy.

Barbara Boltz moved to adjourn the meeting at 8:42 p.m.

Caryn Malloy
Equal Opportunity Officer